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PART-I

Notifications, Orders and Declarations by Haryana Government

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 8th December, 2025

No. 32589.— In exercise of the powers conferred by Section 28 of the Punjab Shop and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **Rio Tinto India Private Limited, Ground, 1st and 2nd and 3rd Floor, DLF Building No. 7B, DLF Cyber City, DLF Phase 3, Gurgaon, Haryana-122002** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of one year from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. No application for grant of exemption shall be entertained unless received online within 2 weeks prior to the date of commencement of the period in respect of which the exemption is prayed for. The exemption in notification will be done auto mode on the basis of self certification.

2. Such exemption will be valid for one year from the date of order of exemption if there is any change of security, transportation agreement and other details of occupier/director/manager, the same is to be intimated online.

3. It shall be the duty of the employer or other responsible person at the workplace or institutions to present at deter the commission of acts of sexual harassment and to provide the procedures for the resolution; statement of victim or prosecution of acts of sexual harassment by taking all steps required as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder (hereinafter referred as POSH Act). The employer/occupier must submit a copy of Annual Return which is to be submitted to the District Authority under the POSH Act and also to the Labour Commissioner, Haryana.

4. Each employer shall take a declaration that they have obtained consent from each women employee to work during night shift 08:00 P.M. to 06:00 A.M. and will submit it to authorities when it is asked.

5. The employer shall provide proper lighting not only inside the shop/establishment but also surrounding of the shop/establishment and to all places where the female employees may move out of necessity in the course of such shift.

6. Sufficient security guards shall be provided during the night shift.

7. The employer shall provide transportation facility to the women workers from their residence and back. Security guards (including female security guard), well trained & responsible drivers, proper communication channels shall be provided in each vehicle. Other practical measures such as installation of CCTV cameras, GPS etc. may also be provided in each vehicle to ensure the safety and security of women workers.

Provided that a woman worker may opt out of transportation facility by giving her consent if she is willing to come to workplace by herself.

Provided further that the occupier may pool the transportation facility by tie-up with the external transporters.

8. The occupier or manager shall see that the women workers are employed in a batch of not less than four. However, in IT, ITeS sector quorum may be relaxed for any women in senior position (earning more than One lakh per month) when she give consent to work in night.

9. Appropriate medical facility by engaging a doctor/female nurse shall be provided during the night shift. However, the occupier may pool the ambulance services and other necessary medical facilities by tie-up with the nearby hospital to meet any emergent situation during the night shift. The important telephone numbers such as hospitals, Ambulance, Police etc. shall also be displayed at prominent places.

10. Wherever the establishment/management provides boarding and lodging arrangements for the women employees, the same shall be kept exclusively for the women under the control of women wardens or supervisors.

11. In other respects, the provisions of the Punjab Shops and Commercial Establishments Act, 1958, as amended from time to time, and the rules of other statutory provisions with respect to the hours of work and the payment of Equal Remuneration Act and all other Labour Legislations shall be followed by the employer.

12. The employer shall be at liberty to employ women employees as a whole or in part during night shift, provided, the above directions be complied with.

13. The above are subject to compliances of ESI and Haryana Labour Welfare Fund, Haryana.

(Sd.)…,
Secretary,
Labour Department, Haryana.

12239—C.S.—H.G.P., Pkl.